Resiliency

Identify Strengths

Mission and Vision

Mission: Implements the Comprehensive Soldier Fitness Program, identifies and trains Master Resiliency Trainers (MRTs) and commences annual resiliency sustainment training in order to enhance overall performance, improve unit level readiness, and sustain a balanced, healthy, campaign capable, expeditionary army

End state: Will improve unit readiness and performance by implementing the Resiliency Training program. The end state will see a more balanced, healthy and capable Brigade Combat Team

Task, Conditions, Standards

Task: Identify strengths in yourself and others to recognize the best of yourself and the best of others.

Conditions: Within a classroom environment and 90 minute timeframe.

Standards: Understand that Strengths of Character is a primary target of Identifying Strengths in Self and Others

Identify Strengths in Self and Others

Bottom Line Up Front

Identify Strengths in Self and Others helps to build Strengths of Character.

Knowing and using your strengths and the strengths of others will strengthen your unit’s effectiveness.

Applications

As a Soldier, how can your knowledge of Character Strengths help you to be a more effective team member and to build stronger relationships?

What strengths do you need to develop and/or shadow sides do you need to manage?

How can you help cultivate a willingness to ask for help (in yourself or a buddy/family member) by using a strengths perspective?

How do you use strengths to rejuvenate?

Character Strengths

Based on work by Chris Peterson
and Martin Seligman

This is the “Be” in the Be-Know-Do model of leadership.

What is right with you?

Who are you at your best?

How are you already using your Signature Strengths (the strengths that best describe you)?

How can you use your Signature Strengths to achieve optimal performance?

How can you strengthen your unit through your focus on strengths?

All strengths are good…

But we can’t have them all!

All of us have top strengths and bottom strengths.

Your top strengths are called your Signature Strengths.

Signature Strengths: In Your Bloodstream

One believes that he/she is being “true to oneself” when using the strength.

One feels that he/she can’t help but use the strength (when the opportunity to do so arises).

When using the strength, one feels energized rather than exhausted.

The motivation to use the strength comes from within the person. (No one else has to remind or persuade him/her to use it.)

Your Strengths

Write your name on five Post-it notes.

Post your name on the flip charts that represent your top strengths.

If you don’t think the VIA captured your signature strengths, post on the strengths flip charts that describe you best.

Values in Action (VIA) Character Strengths

Wisdom and Knowledge

- Curiosity/Interest
- Love of Learning
- Open-mindedness/Judgment
- Originality/Ingenuity/Creativity
- Perspective

Courage

- Bravery/Valor
- Industry/Perseverance
- Integrity/Honesty
- Zest/Enthusiasm

Humanity

- Love/Intimacy
- Kindness/Generosity/Nurturance
- Social Intelligence

Justice

- Citizenship/Duty/Loyalty/ Teamwork
- Equity/Fairness
- Leadership

Temperance

- Forgiveness/Mercy
- Modesty/Humility
- Prudence/Caution
- Self-control/Self-regulation

Transcendence

- Appreciation of Excellence/Beauty
- Gratitude
- Hope/Optimism
- Humor/Playfulness
- Spirituality/Religiousness

Army Core Values are Character Strengths

Loyalty

Duty

Respect

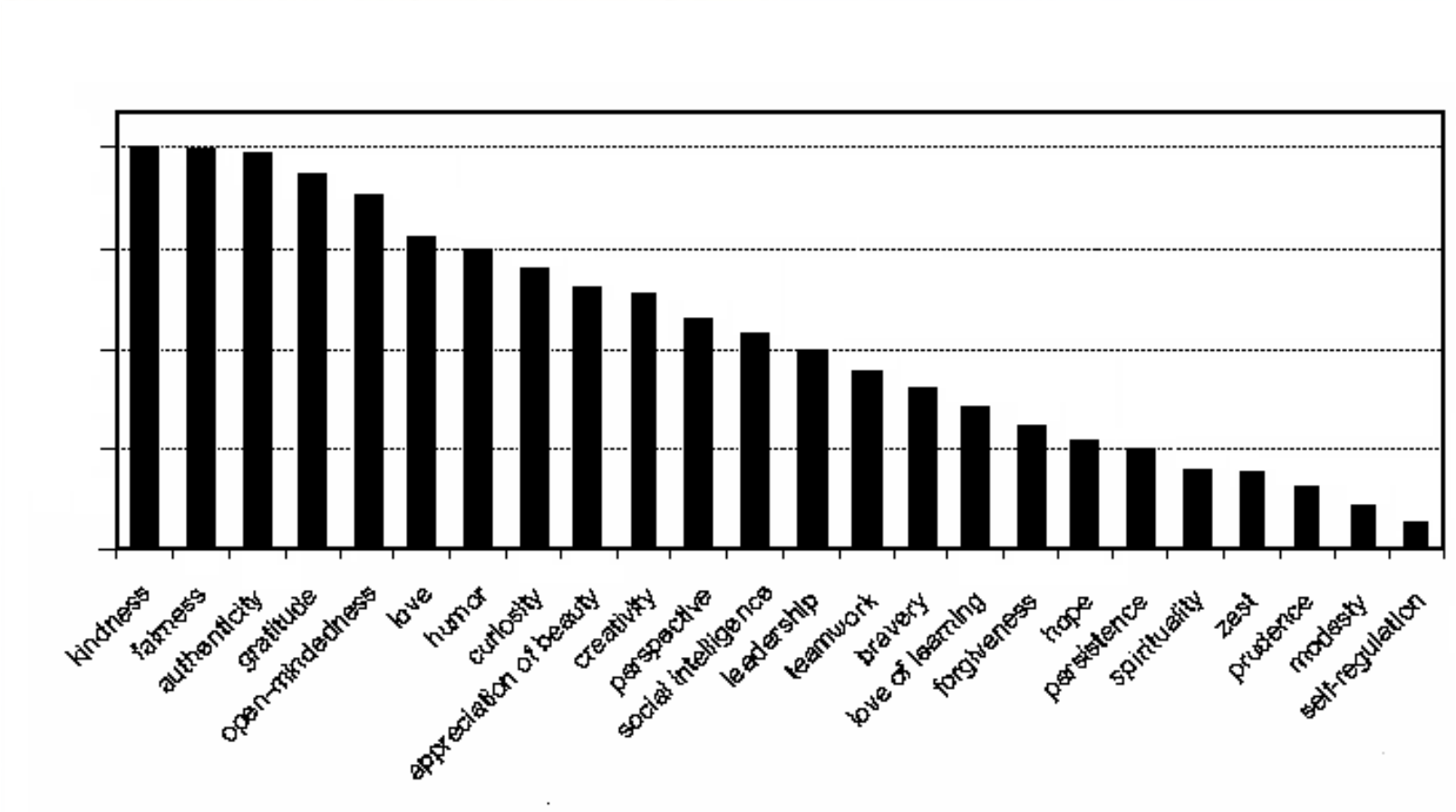
Selfless Service

Honor

Integrity

Personal Courage

Distribution of Character Strengths among U.S. Adults
Park, Peterson, & Seligman, 2006



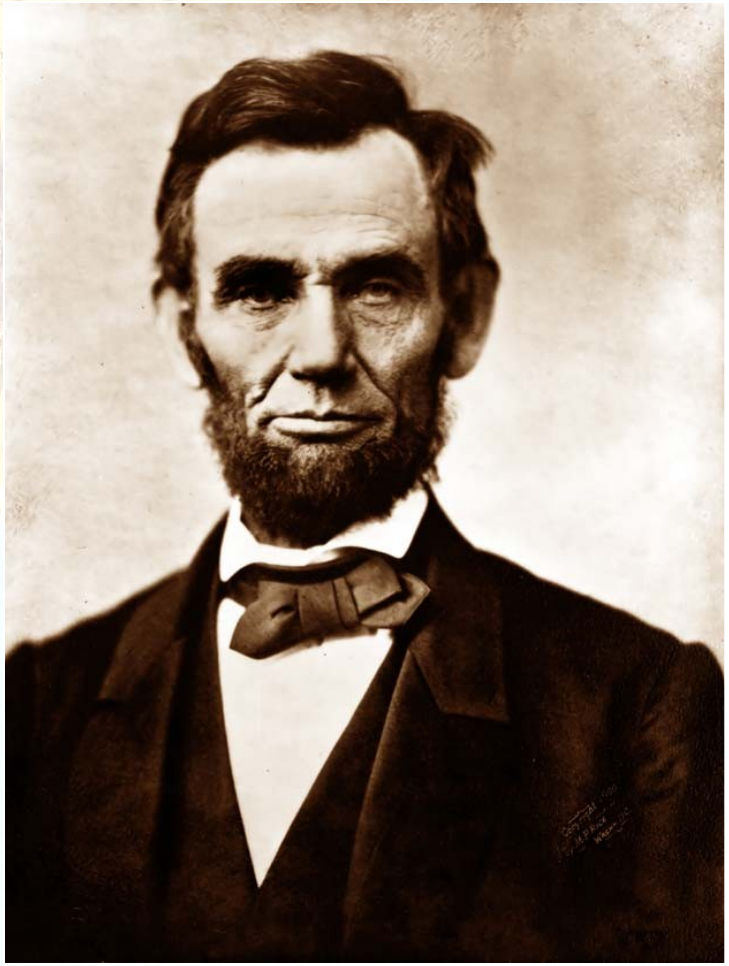
Name the Signature Strength...

Name one or more of the Signature Strengths of the individuals presented.

Refer to the Participant Guide for a list of strengths.

Chris Rock

Abraham Lincoln



Wile E. Coyote

Rosa Parks

POWs

Michael Jordan

Audie Murphy

Rocky Balboa

Bart Simpson

A Platoon

Leadership and Strengths

“When you are commanding, leading [Soldiers] under conditions where physical exhaustion and privations must be ignored; where the lives of [Soldiers] may be sacrificed, then, the efficiency of your leadership will depend only to a minor degree on your tactical or technical ability. It will primarily be determined by your character, your reputation, not so much for courage–which will be accepted as a matter of course–but by the previous reputation you have established for fairness, for that high-minded patriotic purpose, that quality of unswerving determination to carry through any military task assigned you.”

–General of the Army George C. Marshall (1941) from FM6-22

Strengths and Soldiering

What is one strength you consciously bring to your Soldiering?

What is one strength you want to bring more fully to your Soldiering?

Key Principles

Know your strengths: Knowing your strengths is as important as knowing your weaknesses.

Can’t have them all: No one can have all the strengths.

Shadow side: Each strength has a shadow side that can get you in trouble or limit you.

Strengths of Character: Identify Strengths in Self and Others builds all of the MRT competencie Strengths of Character is a primary target.

Identify Strengths Practice

Activity:

- Strengths Survey Discussion: A close look at your Signature Strengths

Strengths Survey Discussion

In teams of two to four, review your Strengths Survey. Use the questions on the worksheet to guide your discussion.

Record important learning to share with the rest of the group.

Debrief

What did you learn through this activity?

What are examples of how you use your top strengths?

What strengths have you developed through your service in the Military?

What are examples of the shadow side of your strengths? What can you do to minimize the shadow side?

Check on Learning

What is the skill? Identify Strengths in Self and Others to recognize the best of yourself and the best of others.

When do I use it? Identify Strengths to deepen your awareness of your Signature Strengths and how you use your strengths as a leader and friend/family member.

How do I use it? Assess your Signature Strengths using the VIA Strength Survey and identify ways you already use your Character Strengths.

Resiliency

Questions

AAR

What went well

1.

2.

3.

What can be improved

1.

2.

3.